

# **Career Guide For People With Disabilities**

Resources for career selection, internships, job search, and job accommodation for St. Andrews' students with disabilities

Career Services  
Health and Wellness Center  
(910)277-5667

Disability Services  
Liberal Arts A-5  
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This publication is available in large print or on disk upon request from Disability Services

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## ABOUT THIS GUIDE

This guide contains advice and resources that will assist students with disabilities at each step along your career journey—from selecting a career, to gaining experience while in college, to your job search, through resources to address your disability once you obtain a job. The suggestions and resources have been prepared by Disability Services. They are not a complete listing of resources, but a starting point.

The guide is organized to address each stage of your career path. However, the final section includes resources relevant to multiple stages. It is suggested that you initially look through the entire guide. Then check resources relevant to your current needs, and keep the guide for future reference.

Career Services has many resources which are not specific to disability, which you should take advantage of. Individual career counseling through Career Services is also available.

You will see references to the Transitions class Blackboard. To access these resources, go to <http://blackboard.sapc.edu>, search the catalog for CORE 381, and choose the option to enroll. This will not put you in the class, but allow you access to the site's career resources and numerous external links and websites.

## TABLE OF CONTENTS

Comprehensive Resources.....	1
Career/Major Selection.....	2
Internships.....	6
Résumé Development.....	9
Understanding The Americans With Disabilities Act.....	9
Dealing With Disabilities During A Job Search.....	10
How And When To Disclose A Disability.....	12
Job Accommodations.....	14
Job Banks.....	16
Relocation Resources.....	17
Other Resources.....	18

## COMPREHENSIVE RESOURCES

The following books and websites are comprehensive resources, which address various stages of the career process for individuals with disabilities, from career selection, to job hunting.

- ☐ **Different Abilities: A New Perspective for Job Hunters.** Paula Reuben Vieillet. This manual challenges you to focus on your strengths, to understand, accept, and accommodate your weaknesses, and to learn techniques to make the job search and hiring process a little easier and more fruitful. You should proceed through the workbook, notebook in hand to record your responses to various exercises. You may wish to consult with Career Services for interpretation and clarification of the exercises.  
Available for loan from Career Services.
- ☐ **Job Strategies for People with Disabilities.** Melanie A. Witt - Peterson's Guides, 1992  
Available for checkout from DeTamble Library.
- ☐ **Career Success for People with Physical Disabilities.** Kissane, Sharon F. Mrotek. Lincolnwood, Ill: 1997  
Available through netLibrary as an eBook (see DeTamble Library staff for help if needed)
- ☐ **Six Steps to Employment for People with Disabilities.** Forster, Wayne. Cambridge Educational.  
The six steps are: setting your career goals, assessing your strengths, preparing your resume, searching for opportunities, seeing yourself during the interview, and following up after your interview.  
Available in Career Services.
- ☐ **Learning a Living: Guide to Planning Your Career - Finding a Job for People with LD** by D. Brown (2000).  
Available for purchase from the Learning Disability Association on-line bookstore <[http://www.ldanatl.org/store/LD\\_VW.html](http://www.ldanatl.org/store/LD_VW.html)>
- ☐ **I'd Rather Be Working: A Step-by-Step Guide to Financial Self-Support for People with Chronic Illness.** by Gayle Backstrom  
Available in Career Services
- ☐ **Career Preparation Resources for Students with Disabilities**  
This website covers multiple topics to help students with disabilities prepare for careers, including major selection, résumé development, and interviewing tips.  
<http://www.washington.edu/doi/Careers/students.html>

## CAREER/MAJOR SELECTION

The following are suggestions for how individuals with disabilities should approach selecting a career that suits them, taking disability-related factors into account.

The first step should be to identify careers that meet your interests, abilities, and values, and to explore job market trends. If you start by trying to identify careers that you think fit your disability-related limitations you will likely limit yourself to stereotypical careers, and may miss some that would suit you well. By focusing first on careers that fit your interests and abilities, you will avoid this common mistake. There are many resources in Career Services that are available to all students that can help you identify potential careers, including the online DISCOVER program.

Once you have identified potential careers, the time has come to look at the specific job requirements in light of the limitations of your disability. Keep in mind that the Americans with Disabilities Act says that you cannot be discriminated against if you are “otherwise qualified”—that is, if you can do the “essential functions” of the job with or without “reasonable accommodations.”

If you find that your disability interferes with the manner in which most employees accomplish the essential functions, the next step is to identify possible accommodations that would allow you to perform those functions. See the **Job Accommodations** section of this guide.

If reasonable accommodations cannot be identified, your next step should be to explore related careers that match the same interest and abilities.

The following resources may help you in determining the essential functions and physical demands of the jobs and/or career fields you are interested in.

Note: It is recommended that you look up more than one source.

- **O\*NET**

The O\*NET database includes information on skills, abilities, knowledges, work activities, and interests associated with occupations.

<<http://online.onetcenter.org/>>

- **America's Career Infonet**

Allows a search for “What It Takes” for specific occupations.

<<http://www.acinet.org/acinet/>>

□ **DISCOVER**

DISCOVER is a computerized career guidance system located in Career Services. It can be used to explore your interests, abilities, and work values, and generate a list of occupations that might fit you. You can also use the system to pull up descriptions of specific careers, which may include information on physical demands.

□ **Review job descriptions**

Some employers will have rewritten their job descriptions in light of the ADA, and will have clear statements as to what are the essential functions. Visit Career Services for ideas on how to find job descriptions.

□ **Informational Interviewing**

This is a process in which you talk to someone working in a field you are considering. It is important for anyone making a career selection to have a “real world” perspective, but particularly for students with disabilities who may have specific areas of concern. Career Services has information about how to approach an informational interview and the sorts of questions to ask. Make an appointment to talk with the Director of Career Services to assist you in your specific search. In addition to the types of questions that would be asked by anyone exploring a potential career, you can use this opportunity to find out about the job requirements, typical employment environment, and any specific concerns you have related to your disability. Individuals working in your field of interest can be located with the assistance of St. Andrews faculty and staff, through Alumni Affairs (LA 135), through family acquaintances, or through the local phone book.

The following are special interest resources that help with career selection factors related to specific disabilities and/or career areas:

□ **The American Foundation for the Blind's CareerConnect**

A free service that provides information about job experience and technology available to people who are blind or visually impaired. Provides a database of information based on interviews with 2,000 blind or visually impaired people about their jobs and the technology they use. If you are blind or visually impaired you can:

- Speak directly with someone in your profession or in the field you are preparing to enter
- Find a successfully employed blind or visually impaired person who is willing to discuss your career plans and serve as a mentor as you think about your future
- Talk with someone who is using the assistive technology you are interested in purchasing or who can answer technical questions about the product

<<http://www.afb.org/careerconnect/>>

□ **American Association for the Advancement of Science's (AAAS) Project on Science, Technology, and Disability**

This project maintains a database of individuals with various disabilities who are involved in the various sub-areas of the broader career categories of science and technology. Those in the database are individuals who have volunteered to be contacted -to answer questions, serve as a mentor to others, etc. Contact the project director for a referral to a role model in a particular field and/or with a particular disability.

E-mail: [vs tern@aaas.org](mailto:vs tern@aaas.org)

□ **Access to Design Professionals**

This project seeks to find ways that people with disabilities can enter and sustain themselves in the professions of architecture, industrial design, interior design, and landscape architecture. Resources include an online book profiling designers with disabilities, and an e-mentoring network.

< <http://www.adaptenv.org/accessdesign/>>

□ **Putting Creativity to Work: Careers in the Arts for People with Disabilities**

<<http://www.ssa.gov/work/ResourcesToolkit/creativity.html>>

□ **Able scientists—disabled persons: biological sketches illustrating careers in the sciences for able disabled students.** S. Phyllis Stearner. Oakbrook, Ill.: J.

Racila Associates, 1984

Available for checkout from DeTamble Library



- **National Center on Disability and Journalism**  
Willing to do informational interview by phone or email  
Phone: (414) 291-0868  
E-mail: [ncdj@ncdj.org](mailto:ncdj@ncdj.org)
  
- **Working Chemists with Disabilities: Expanding Opportunities in Science.**  
A publication of the American Chemical Society. Profiles of individuals with disabilities working in chemistry and related fields.  
Available for loan in Career Services.
  
- **Health Sciences Faculty Education Project**  
This project includes profiles of individuals with disabilities in various health science occupations, such as medical doctors, nurses, and dentists.  
<[http://www.healthsciencefaculty.org/profile\\_gallery/profile\\_index.html](http://www.healthsciencefaculty.org/profile_gallery/profile_index.html)>

## INTERNSHIPS

Internship experiences are especially valuable for students with disabilities. They may give you the opportunity to explore potential careers, and reassure yourself that you can function effectively in those careers. Listing an internship or summer job on a résumé can be a powerful vehicle to convince a potential employer that you can perform the job, overcoming fears of the disability. An employer also may be more willing to “take a risk” on a person with a disability in an internship position with a limited commitment. Some students with disabilities have no work experience, because the disability prevents work in the traditional entry-level jobs. If this is your situation, an internship position prior to completion of the degree is particularly important. Statistics show that students with prior internship experience are more likely to land permanent positions.

Here are some internship opportunities specifically for students with disabilities:

□ **Entry Point!**

A program of The American Association for the Advancement of Science Offers outstanding opportunities for undergrads or graduates with disabilities in Science, Engineering, Mathematics, Computer Science, and some fields of Business. Some of their summer internship sites include NASA and large corporations such as IBM, JPMorgan Chase, and Texas Instruments. Entry Point! internships are particularly valuable because of the availability of mentoring and assistive technology, facilitating the entry and advancement of individuals with significant disabilities into competitive employment and research at all levels.  
<<http://www.entripoint.org/>>

□ **The Workforce Recruitment Program for College Students with Disabilities**

This program has placed over 200 students and recent graduates as interns, temporary workers, or in permanent positions with U.S. government agencies and private sector businesses. Students only need to interview once and those results along with their qualifications will be sent to hundreds of employers nationwide. A recruiter comes to St. Andrews yearly to interview interested students, typically in January or February. Watch your mail for an announcement regarding the interview date.

□ **Student Affairs Internships For Students with Disabilities**

The National Association of Student Personnel Administrators (NASPA) has an undergraduate fellows program for students interested in the field of Student Affairs--e.g. Housing, Financial Aid, Greek Life, Multicultural Affairs, Admissions, Organizations & Activities, etc. The disAbility Concerns Knowledge Community, which is an interest group within NASPA, is working with the Minority Undergraduate Fellows Program (MUFP) in this endeavor. Students with disabilities ARE eligible. In brief, here's how it works:

- \*A professional identifies a student for the program (or a student can self-identify to a professional on campus or to MUFP);
- \*A professional within the area of Student Affairs agrees to be a mentor (an "agreement" is signed by mentor & fellow/student);
- \*Student participates in a one or two year campus-based experience (mentor experience);
- \*Student has an opportunity to participate in a 4-day Summer Leadership Institute--travel, lodging, meals paid by NASPA (internship required first);
- \*Student has an opportunity to participate in an 8-week paid Summer Internship at a host institution.

Specific information on the program and materials are available through MUFP.

Questions can be directed to:

Michael Shuttic, national chair, disAbility Concerns \*

Phone: 405-744-7116 v/t

E-mail: [shuttic@okstate.edu](mailto:shuttic@okstate.edu)

□ **Internships in International Exchange Initiative**

National Clearinghouse on Disability and Exchange (NCDE) sponsored project to increase the diversity of people represented in the field of international programs. The Internships Initiative facilitates the participation of people with disabilities in internships with international exchange organizations in the United States and abroad by linking potential interns with organizations seeking interns. For more information, contact:

The National Clearinghouse on Disability and Exchange  
P.O. Box 10767  
Eugene, OR 97440  
Tel/TTY: (541) 343-1284  
Fax: (541) 343-6812  
E-mail: [clearinghouse@miusa.org](mailto:clearinghouse@miusa.org)  
Web: <[www.miusa.org](http://www.miusa.org)>

□ **International Service Opportunities**

Listing from Mobility International USA of organizations providing service, work and internship opportunities around the world.

Handout available for loan from Disability Services.

□ **Emerging Leaders**

This program offers students with disabilities the opportunity to explore career interests while exercising and testing aspects of leadership. Participating corporations agree to offer a minimum of six weeks paid employment and to include the following enrichment activities:\

1. Leadership training and development
2. Career exploration
3. Exposure to senior leaders in the public and private section
4. Service learning opportunities with leading Nonprofit Organizations and/or the Government.

For more information and yearly application deadlines, visit the Emerging Leaders website at <[www.emerging-leader.com](http://www.emerging-leader.com)>

## RÉSUMÉ DEVELOPMENT

In addition to internship opportunities, students with disabilities are encouraged to pursue other activities that can be put on a résumé. Your post-St. Andrews job search will be more effective if you begin thinking about résumé development early. Giving yourself every advantage possible is important, to “level the playing field.” These activities can include Student Government, clubs and organizations, volunteer activities, work-study jobs, and study abroad.

## UNDERSTANDING THE AMERICANS WITH DISABILITIES ACT

Be aware of your rights under Americans with Disabilities Act (ADA):

- ADA requires that an employer provide reasonable accommodations that will allow a qualified applicant or employee with a disability to perform the essential functions of the position. A qualified applicant or employee with a disability is a person who, with or without reasonable accommodations, can perform the essential functions of the job in question.
- Note that if you cannot identify reasonable accommodations to enable you to perform the essential functions of the position, employers DO NOT have to hire you.
- Employers are not required to make an accommodation if it causes undue hardship. An undue hardship is an action that requires significant difficulty or expense in relation to the size of the employer, the resources available, and nature of the operation.
- Inquiries about a disability and medical conditions may not be made prior to a job offer.

For more detailed information on the ADA, check the following resources:

- ☐ **ADA Technical Assistance Centers**  
<<http://www.adata.org/whatsada.html>>
- ☐ **U.S. Department of Justice**  
Contains ADA press releases, consent decrees, technical assistance materials, and regulations  
<<http://www.usdoj.gov/crt/ada/adahom1.htm>>
- ☐ **U.S. Equal Employment Opportunity Commission**  
<<http://www.eeoc.gov/eeoinfo.html>>

## DEALING WITH DISABILITIES DURING A JOB SEARCH

- **Job-Hunting for the So-Called Handicapped.** Richard Nelson Bolles and Dale Susan Brown. Berkeley: Ten Speed Press, 2001  
This book encourages job seekers with disabilities to take a proactive role in finding the job of their dreams, by using the creative job-hunting techniques (detailed by Bolles in his "What Color is Your Parachute" series). The technique encourages people with disabilities to do a lot of work before the actual job search even begins.  
Available for checkout in Career Services and through Interlibrary Loan
- **Job Search Handbook for People with Disabilities.** Dr. Daniel J. Ryan. Indianapolis, IN: JIST Publishing, 2000  
Topics include preparing for your jobs search; assessing your skills, abilities, and goals; marketing yourself to potential employers; creating your résumé; writing a great cover letter; applying and interviewing for jobs; negotiating salary; asking for job accommodations; and succeeding at work.  
Available for checkout in Career Services and through Interlibrary Loan
- **Job Search Tips for People With Disabilities**  
<<http://www.disabledperson.com/RecruitABILITY/jstips.htm>>
- **"Ten Ways to Show Potential Employers You Have What It Takes"**  
Specific, practical advice on how to address your abilities and disabilities in an interview  
<<http://equalopportunity.monster.com/articles/looking/>>
- **"Yes, I Can" Graduating Engineer,** December 1995: P. 30  
This article discusses how you can gain experience, so that you will be confident of your skills in a job interview, and how to market that experience in the interview.  
Article available for loan from Disability Services.
- **"How to Highlight Your Skills" Graduating Engineer,** December 1992: P. 34  
How to get an interviewer past discomfort in dealing with your disabilities, and focused on your skills.  
Article available for loan from Disability Services.
- **"Talking About Your Disability in the Interview: A Question and Answer Study Guide"**  
Article available for loan from Disability Services.

- **“Career Connections”** The Braille Forum, December 1998: P. 31  
Tips for people with visual impairments on “the uniform”. How to ensure that you present a good physical appearance during a job interview.  
Available on-line at: <<http://www.acb.org/magazine/1998/bf1298.html#bf10>>
- **“Attitude Is Everything”**  
This article compiles some of employers’ most common questions about hiring workers with disabilities, as well as the most common myths still out there, and provides the facts to help you address those myths in an interview.  
<<http://equalopportunity.monster.com/articles/attitude/>>
- **Barrier Free Interviews and Competitions**  
This booklet provides the adult with learning disabilities with useful information on the types of appropriate accommodations available during the interview and the competition process; identifies workplace barriers; determines appropriate accommodations for those seeking employment; and explores the advantages and disadvantages of disclosing one's learning disability during or prior to the interview.  
Available from the Learning Disability Association of Canada at:  
<<http://www.ldac-taac.ca/english/books.htm>>



## HOW AND WHEN TO DISCLOSE A DISABILITY

There is no one right answer to the question of how and when to disclose a disability during a job search process. Opinions vary, and the best approach may depend on whether your disability is obvious, the type of job you are applying for, your comfort level in discussing your disability, and your personal preference. The following articles and handouts can help you determine what is right for you. If you decide to disclose at a point after references are read, you should make sure the persons providing your letters of reference are instructed not to mention your disability. If your signature makes it apparent that you have a disability, consider using a name stamp, unless you choose to disclose at the point of application.

☐ **“Disclosure Options”**

Table listing advantages, disadvantages, and issues related to disclosing a disability at various points in the job search process.

Available from Disability Services, Career Services, on the Transitions class Blackboard, and on the Career Services Website.

☐ **“To Disclose or Not to Disclose”**

Handout discussing the issue of disclose at more length.

Available from Disability Services, Career Services, on the Transitions class Blackboard, and on the Career Services Website.

☐ **“Disclosure Process”**

This is a worksheet that helps you work through issues related to how you will disclose your disability, resulting in a script of what you might say in a job interview.

Available from Disability Services and Career Services

☐ **“We Ask You: When Should a Disability be Disclosed?”** Graduating Engineer, December 1994: 10-12

This article gives a variety of opinions on when, and how to disclose a disability during the hiring process.

Available for loan from Disability Services.

☐ **“The Disclosure Debate”** Graduating Engineer, December 1993: P. 29.

This article gives a variety of opinions on when, how, and to whom to disclose your disability.

Available for loan from Disability Services.



□ **“Epilepsy On The Job”**

This handout from the Epilepsy Foundation of America discusses the issue of whether or not a person with a seizure disorder should disclose their disability to an interviewer and/or employer. Pros and cons of disclosing at various points in the hiring process are discussed.

Available for loan from Disability Services.

□ **“To Tell or Not to Tell: Self-identification, Self-advocacy, and Civil Rights in Employment and Postsecondary Education”**

Article on the Learning Disability Association Website at:

<<http://www.ldanatl.org/newsbriefs/jul96/young.html>>

## JOB ACCOMMODATIONS

- **ADA Technical Assistance Program**  
Resource center for information, materials, technical assistance, and referrals to additional resources on the ADA. Call 800-949-4232 (V/TTY) to talk to your regional Disability and Business Technical Assistance Center (DBTAC).  
Or check on their Web site at: <<http://www.adata.org/>>
- **“The Win-Win Approach to Reasonable Accommodations”**  
This brochure will teach you how to ask for accommodations on a job. It covers what the Americans with Disabilities Act (ADA) says about accommodations, how to identify accommodations which may enable you to do a particular job, and how to discuss your needs for accommodation with an employer.  
Available upon request from Disability Services, Career Services, on the Transitions class Blackboard site, and on the Career Services Website.
- **Job Accommodation Examples**  
Table listing examples of functional limitations associated with certain disabilities, job functions affected, and relevant job accommodations. While the specific examples may not apply to your situation, this handout may help you understand the process of generating ideas for accommodations you need.  
Handout available in Disability Services.
- **Job Accommodation Network**  
JAN is an international toll free consulting service that provides information about job accommodations and the employment of people with disabilities. The web site provides links to over 180 other sources for people with disabilities who are seeking employment. If you need help in identifying accommodations that would enable you to perform a particular job, JAN is an excellent resource. (Hint: hang on to this name and number after you leave St. Andrews!)  
1-800-526-7234 or 1-800-ADA-WORK  
<<http://janweb.icdi.wvu.edu/>>
- **Abledata**  
A searchable database of adaptive equipment, providing descriptions of various types of adaptive equipment available on the market, costs, and manufacturer contact information.  
<<http://www.abledata.com>>

- **RESNA Technical Assistance Project**  
Rehabilitation Engineering And Assistive Technology Society Of North America.  
Includes links to assistive technology projects in each state.  
<<http://www.resna.org/taproject/>>
- **Careers On-Line**  
Hosted by the Disability Services office at the University of Minnesota, this site has a Job Accommodation Handbook, including student and employer case examples.  
<<http://disserv3.stu.umn.edu/COL/jobacc/index.html>>
- **“Work-Site Accommodation Ideas for Individuals with Cerebral Palsy”**  
Information packet from the Job Accommodation Network  
Available for loan from Disability Services.
- **“Ideas for Accommodating Teachers and Other Educational Personnel Who Have Disabilities”**  
Information packet from the Job Accommodation Network  
Available for loan from Disability Services.
- **LD OnLine's Tech Guide**  
A listing of hardware and software products for people with learning disabilities, what it does and where to get it.  
<[http://www.ldonline.org/ld\\_indepth/technology/techguide.html](http://www.ldonline.org/ld_indepth/technology/techguide.html)>
- **JobAccess Reasonable/Creative Accommodations**  
Examples listing situations in which an accommodation was needed, and cost-effective accommodations  
<[http://www.jobaccess.org/ada\\_tips-acc.htm](http://www.jobaccess.org/ada_tips-acc.htm)>
- **A Practical Guide to Accommodating People with Visual Impairments in the Workplace.** Karen Gourgey, Mark Leeds, Tom McNulty, and Dawn M. Suvino.  
Available from the Computer Center for Visually Impaired People. Available in print, on disk (MS Word) and text format. To order, call (800) 490-6609.

## JOB BANKS

- **National Business & Disability Council résumé database**  
Free service for job seekers with a disability who are college graduates or soon to be college graduates. For more information, check out their Web site at:  
<[http://www.business-disability.com/Job\\_Seekers/job\\_seekers.asp](http://www.business-disability.com/Job_Seekers/job_seekers.asp)>  
Or you may pick up information and a registration form in Disability Services or Career Services.
- **DEAFTEK®.USA**  
A Website focused on employment opportunities for deaf people.  
<<http://www.deaftek.org/>>
- **Equal Opportunity Publications résumé database**  
Site run by the publishers of CAREERS & the DISABLED Magazine. Provides an opportunity to have your résumé sent free to major corporations and government agencies.  
<<http://www.eop.com/resume-post.html>>
- **Job Links**  
From the U.S. Department of Labor, Office of Disability Employment Policy  
Employers listed on Job Links have indicated interest in recruiting and hiring qualified individuals with disabilities for open positions within their company or organization. Most employers are individual companies, but some may be recruiting, staffing or temporary placement firms that serve a number of companies.  
<<http://www.dol.gov/odep/joblinks/joblinks.htm>>
- **JobAccess**  
A job-posting site to enable people with disabilities to enhance their professional lives by providing a dedicated system for finding employment.  
<<http://www.jobaccess.org/jobs.htm>>
- **The Able Trust**  
Also known as the Florida Governor's Alliance for the Employment of Citizens with Disabilities, this job and résumé bank allows employers to post job openings and individuals with disabilities to post résumés.  
<<http://www.abletrust.org/>>
- **Bender Consulting Services**  
Persons with disabilities seeking careers in technology, engineering, finance/accounting, and general business areas can search for current opportunities and submit resume online.  
<<http://www.benderconsult.com/opp/index.html>>

## RELOCATION RESOURCES

When considering a job possibility that will require relocation, you will likely want to explore disability-related services in the area. The following resources will be useful:

☐ **Directory of Independent Living Centers**

Independent Living Centers are typically non-residential, private, non-profit, consumer-controlled, community-based organizations providing services and advocacy by and for persons with all types of disabilities. Their goal is to assist individuals with disabilities to achieve their maximum potential within their families and communities

<<http://www.virtualcil.net/cils/>>

☐ **Accessible Traveler's Database**

Although publicized for travelers with disabilities to explore ground transportation, this will allow you to explore accessible public transportation resources in cities you are considering for relocation.

<<http://www.projectaction.org/paweb/index.htm>>

☐ **Directory of Publicly Funded PAS Programs**Information from the World Institute on Disability listing eligibility criteria for Personal Assistance Services in each state.

<<http://www.wid.org/pages/halts/pas/PAS%20survey/statepas.htm>>

☐ **Personal Assistance Exchange**

This service matches assistance users and assistants in their hometown, within their country or in other parts of the world.

<<http://www.independentliving.org/assex/index.html>>

## OTHER RESOURCES

- **Federal Employment of People with Disabilities**  
Provides a variety of information for people with disabilities interested in federal employment, including information on the Selective Placement Program.  
<<http://www.opm.gov/disability/>>
- **“Working While Disabled: How We Can Help”**  
Brochure from the Social Security Administration explaining Social Security and SSI work incentives.  
<<http://www.ssa.gov/pubs/10095.html>>
- **“Overcoming Dyslexia”**  
FORTUNE magazine examines business leaders and artists who have gone beyond the limitations of dyslexia. Article discusses how a distinctly different way of processing information may be turned into an advantage in employment. Available for loan from Disability Services or in the FORTUNE online archive (May 13, 2002 edition) at <<http://www.fortune.com>>
- **Equal Employment Opportunity Commission**  
If you feel that you have been discriminated against in employment because of your disability, you may discuss the specifics of your situation or file a complaint with the EEOC.  
Phone (800) 669-4000
- **National Center of Disability and Journalism’s Mentorship Program**  
The goal of the program is to provide examples, advice and encouragement for journalism students and new journalists with disabilities in meeting the challenges of the working world.  
<<http://ncdj.org/mentorship.html>>
- **HireAbilities**  
HireAbilities is a national network of emerging professionals with disabilities, encouraged by existing professionals, employers and community partners. Their focus is on the emerging professional—undergraduate, graduate and professional school students, as well as new job seekers, about to begin their careers. They are building a network of information, support and self-help tools that will assist these individuals in becoming leaders in their field. Current projects include a mentoring program, and a listserve.  
<<http://www.hireabilities.org/>>
- **Learning Disabilities and the Workplace** by LDA of Canada (1993).  
Available for purchase from the Learning Disability Association of Canada at  
<<http://www.ldac-taac.ca/english/books.htm>>

- **Learning Disabilities and Employment** by Gerber/Brown (1997).  
Available for purchase from the Learning Disability Association on-line bookstore  
<[http://www.ldanatl.org/store/LD\\_VW.html](http://www.ldanatl.org/store/LD_VW.html)>
  
- **Tales from the Workplace** (a book of stories illustrating how to succeed in the workplace with ADD or LD) by Latham/Latham/Ratey (1997)  
Available for purchase from the Learning Disability Association on-line bookstore  
<[http://www.ldanatl.org/store/LD\\_VW.html](http://www.ldanatl.org/store/LD_VW.html)>
  
- **Focus your energy: Hunting for success in business with attention deficit disorder.** Thom Hartmann. NY: Pocket Books, 1994.  
Available through Interlibrary Loan
  
- **ADD on the job: Making your ADD work for you.** Lynn Weiss. Dallas: Taylor Publishing, 1996.  
Available through Interlibrary Loan
  
- **The Legal Rights of Persons with Epilepsy**  
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